TRENDS IN COLLECTIVE BARGAINING SETTLEMENTS IN NOVA SCOTIA 1984

Nova Scotia

Department of
Labour and Manpower

Research Division

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SETTLEMENTS IN NOVA SCOTIA

1984

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FOREWORD

The tables in this report provide information on collective agreement settlements in Nova Scotia during the calendar year 1984. In particular, specific characteristics of these recent contract settlements are referenced for the purpose of identifying current trends in collective bargaining.

It should be noted that 10 agreements representing 276 employees which were not included in the quarterly reports on Wage Changes in Collective Agreement Settlements in Nova Scotia are included in this report for summary purposes. In all tables the numbers in parentheses represent statistics from the previous year.

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April, 1985

COMMENTS ON TABLE I:

During 1984 there were 246 collective agreement settlements brought to the attention of the Nova Scotia Department of Labour and Manpower. Approximately 14,577 employees were involved, -- a decrease of 41.1 percent from 1983. The number of signed agreements decreased from 309 in 1983 to 246 in 1984 -- a decrease of 20.4 percent.

The Service sector contained the largest number of negotiated settlements -- accounting for 43.9 percent of the all-industry total. The Manufacturing sector followed with 24.4 percent; the Public Administration sector with 15.5 percent; the Trade sector with 9.8 percent; and, Transportation, Communication and Other Utilities with 4.9 percent. The Mining sector accounted for 1.6 percent of all settlements.

Two-year agreements accounted for 67.9 percent of all signed contracts; one-year agreements for 24.8 percent. Three-year agreements accounted for 7.3 percent of negotiated collective agreements in 1984.

TABLE I:

DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS BY CONTRACT DURATION AND INDUSTRY

	One Year Agts		Two Year Agts		Three Year Agts		All Agts	
	Agts	Empe	Agts	Empe	Agts	Empe	Agts	Empe
Manufacturing	17 (12)	695 (3191)	35 (47)	3050 (3979)	8 (7)	362 (558)	60 (66)	4107 (7728)
Mines	- (-)	- (-)	2 (3)	223 (300)	2 (-)	110 (-)	4 (3)	333 (300)
Public Administration	11 (32)	375 (761)	21 (2)	587 (390)	6 (-)	294 (-)	38 (34)	1256 (1151)
Service	27 (109)	1090 (8222)	79 (27)	5272 (1692)	2 (5)	117 (262)	108 (141)	6479 (10176)
Trade	2 (10)	31 (1351)	22 (38)	386 (942)	- (4)	- (75)	24 (52)	417 (2368)
Transportation, Comm. & Other Utilities	4 (6)	1422 (479)	8 (6)	563 (2509)	- (1)	- (25)	12 (13)	1985 (3013)
All-Industry Totals	61 (169)	3613 (14004)	167 (123)	10081 (9812)	18 (17)	883 (920)	246 (309)	14577 (24736)

COMMENTS ON TABLE II:

The largest proportion of negotiated agreements (63.0 percent) settled during 1984 were reached at the Direct Bargaining Stage. A further 25.2 percent were settled by Conciliation and 9.4 percent by Post Conciliation Bargaining (P.C.R.). Post Conciliation Bargaining (W.S.) accounted for 2.0 percent of all settlements while 0.4 percent were settled by a Conciliation Board.

TABLE II:

DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS BY SETTLEMENT STAGE AND INDUSTRY

INDUSTRY	Direct Bargaining		Conciliation		Conciliation Board		Post Conciliation Bargaining (P.C.B.)		Post Conciliation Bargaining (W.S.)		Industrial Inquiry Commission		Mediation		TOTAL	
	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps
Manufacturing	33 (34)	1774 (5286)	17 (20)	1135 (1351)	- (-)	- (-)	7 (9)	728 (673)	3 (3)	470 (418)	- (-)	- (-)	- (-)	- (-)	60 (66)	4107 (7726)
Mines	2 (-)	203 (-)	2 (2)	130 (125)	- (-)	- (-)	- (1)	- (175)	- (-)	- (-)	- (-)	- (-)	- (-)	- (-)	4 (3)	333 (300)
Public Administration	20 (29)	460 (1084)	8 (5)	350 (67)	1 (-)	35 (-)	8 (-)	276 (-)	1 (-)	35 (-)	- (-)	- (-)	- (-)	- (-)	38 (34)	1256 (1151)
Service	80 (120)	4440 (9164)	23 (14)	1598 (692)	- (-)	- (-)	4 (6)	131 (285)	1 (1)	90 (35)	- (-)	- (-)	- (-)	- (-)	108 (141)	6479 (10176)
Trade	14 (22)	218 (873)	7 (15)	115 (294)	- (-)	- (-)	5 (11)	86 (1127)	- (4)	- (74)	- (-)	- (-)	- (-)	- (-)	24 (52)	417 (2368)
Transportation, Communication & Other Utilities	6 (8)	286 (1155)	5 (4)	449 (1827)	- (-)	- (-)	1 (1)	1250 (31)	- (-)	- (-)	- (-)	- (-)	- (-)	- (-)	12 (13)	1985 (3013)
All-Industry Totals	155 (213)	7001 (17562)	62 (60)	3775 (4356)	1 (-)	135 (-)	25 (28)	2471 (2291)	5 (8)	595 (527)	- (-)	- (-)	- (-)	- (-)	246 (309)	14577 (24736)

COMMENTS ON TABLE III:

This table indicates that 62.9 percent of all one-year agreements were settled at the Direct Bargaining stage while 63.9 percent and 55.6 percent of two and three-year agreements were settled by Direct Bargaining.

TABLE III:

DISTRIBUTION OF COLLECTIVE AGREEMENT SETTLEMENTS BY SETTLEMENT STAGE AND CONTRACT DURATION

DURATION	Direct Bargaining		Conciliation		Conciliation Board		Post Conciliation Bargaining (P.C.B.)		Post Conciliation Bargaining (W.S.)		Industrial Inquiry Commission		Mediation		TOTAL	
	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps
	50	1473	19	773	-	-	3	1362	1	40	-	-	-	-	62	3648
One Year Agreements	(163)	(11844)	(17)	(1075)	(-)	(-)	(9)	(1085)	(-)	(-)	(-)	(-)	(-)	(-)	(169)	(14004)
	106	5011	39	2861	-	-	17	819	4	5455	-	-	-	-	166	10846
Two Year Agreements	(61)	(5147)	(38)	(3160)	(-)	(-)	(16)	(978)	(8)	(527)	(-)	(-)	(-)	(-)	(123)	(9812)
	10	317	4	141	1	135	3	290	-	-	-	-	-	-	18	883
Three Year Agreements	(9)	(571)	(5)	(121)	(-)	(-)	(3)	(228)	(-)	(-)	(-)	(-)	(-)	(-)	(17)	(920)
	155	7801	62	3775	1	135	23	2671	5	595	-	-	-	-	246	14577
All Agreements	(213)	(17562)	(60)	(4356)	(-)	(-)	(28)	(2291)	(8)	(527)	(-)	(-)	(-)	(-)	(309)	(24736)

COMMENTS ON TABLE IV:

During 1984, 39.7 percent of collective agreements for which we have information were settled in the 121-210 day period. 34.9 percent of the contracts were settled in less than 60 days, 17.5 percent were settled in the 61-120 day period and 7.9 percent took between 211-360 days to be settled.

TABLE IV:

DURATION OF CONTRACT NEGOTIATIONS IN COLLECTIVE AGREEMENT SETTLEMENTS

DURATION OF NEGOTIATIONS	Manufacturing		Mines		Public Administration		Service		Trade		Trans., Comm., & Other Utilities		All Industry	
	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps	Agts	Emps
60 days or less	4	351	-	-	3	11	9	713	3	69	3	41	22	1185
	(7)	(432)	(-)	(-)	(1)	(27)	(15)	(1267)	(2)	(11)	(4)	(1096)	(29)	(2833)
61 - 120 Days	4	293	-	-	1	279	6	537	-	-	-	-	11	1109
	(7)	(656)	(-)	(-)	(2)	(54)	(7)	(318)	(2)	(48)	(-)	(-)	(18)	(1076)
121 - 210 Days	4	301	1	70	-	-	19	1145	-	-	1	318	25	1834
	(4)	(603)	(1)	(40)	(3)	(456)	(7)	(458)	(1)	(31)	(-)	(-)	(16)	(1588)
211 - 360 Days	-	-	-	-	-	-	5	610	-	-	-	-	5	610
	(-)	(-)	(-)	(-)	(-)	(-)	(1)	(650)	(3)	(53)	(1)	(600)	(5)	(1303)
361 Days Or More	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)	(-)
Totals	12	945	1	70	4	290	39	3005	3	69	4	359	63	4738
	(18)	(1691)	(1)	(40)	(6)	(537)	(30)	(2693)	(8)	(143)	(5)	(1696)	(68)	(6800)

NOTE: In the above Table the duration of negotiations were not available for 183 contracts covering 9,839 employees.

COMMENTS ON TABLE V:

The average bargaining unit size for all industries during 1984 was 75 employees. In contrast, the average size was 100 in 1983 and 86 in 1982. Bargaining unit sizes ranged from 23 in the Trade sector to 90 in the Transportation, Communication and Other Utilities sector.

TABLE V:

AVERAGE BARGAINING UNIT SIZE BY DURATION OF NEGOTIATIONS AND INDUSTRY

DURATION OF NEGOTIATIONS	Manufacturing		Mines		Public Administration		Service		Trade		Trans., Comm., & Other Utilities		All Industry	
60 Days Or Less	88	(62)	-	(-)	4	(27)	79	(85)	23	(6)	14	(274)	54	(98)
61-120 Days	73	(94)	-	(-)	279	(27)	90	(45)	-	(24)	-	(-)	101	(60)
121-210 Days	75	(151)	70	(40)	-	(152)	60	(65)	-	(31)	318	(-)	73	(99)
211-360 Days	-	(-)	-	(-)	-	(-)	122	(650)	-	(18)	-	(600)	122	(261)
361 Days Or More	-	(-)	-	(-)	-	(-)	-	(-)	-	(-)	-	(-)	-	(-)
Totals	79	(94)	70	(40)	73	(90)	77	(90)	23	(18)	90	(339)	75	(100)

TECHNICAL NOTES

Since the intended purpose of a settlement reporting system is to collate and expose information pertinent to collective bargaining, efforts will be directed at achieving a universal coverage of all settlements falling within the terms of reference of the Trade Union Act.

As the reports will be available on a monthly basis, the receipt of settlement data by a pre-determined date will unavoidably omit a certain number of settlements which occur during a particular reference period. However, information on these settlements will be published in following summaries as the data become available.

In the contract settlement reporting system the multiplicity of collective agreement provisions creates a situation where it becomes necessary to report information on only a selected number of the total contract provisions available. As a consequence, information on collective agreement settlements pertains to the major provisions or those items receiving greater emphasis and attention on current negotiations. Data on each settlement not only covers the more important provision in new collective agreements, but also includes the previously existant provision in brackets.

With considerable weight being placed on monetary issues in current negotiations, data showing increments in the base rate and skilled rate will be published. The base rate is defined as the lowest wage paid to a full-time employee in the bargaining unit. This rate excludes those employees on probation or part-time.

When the information is readily available, wage rates for skilled employees will also be included. The skilled rate generally refers to the highest paid employee in the collective agreement. The two rates of pay will enable the user to calculate wage increases for different classes of employees to determine an approximate average percentage increase in the contracts.

TECHNICAL NOTES (CONT'D)

In the classification of collective agreement settlements by stage, the following definitions have been applied:

DIRECT BARGAINING - parties to a collective agreement, after a notice by either party to commence negotiations of an existing or new contract, proceed to conclude a new settlement at the bilateral level.

CONCILIATION - parties request the assistance of a conciliation officer in contract negotiations. Mediation frequently is used in the same context, but its application is more prevalent to disputes which occur while contracts are in effect.

CONCILIATION BOARD - formal intervention of a three-man conciliation board at the request of the respective parties.

POST CONCILIATION BARGAINING (P.C.R.) - a collective agreement settlement reached after a conciliation officer or conciliation board has submitted a conciliation report to the Minister of Labour and Manpower and prior to a legal workstoppage.

POST CONCILIATION BARGAINING (W.S.) - settlements attained via the service of a conciliation officer during a legal workstoppage.

INDUSTRIAL INQUIRY COMMISSION - the establishment of a special inquiry, by the Minister of Labour and Manpower, into industrial disputes.

The data produced in this publication, both settlements and workstoppages, refers to collective bargaining developments covered directly by the Trade Union Act of Nova Scotia. As such, reference in this publication specifically omits information on collective bargaining that would pertain to the jurisdiction of the Federal Government.